



## DEPARTMENT OF THE NAVY

U.S. NAVAL WAR COLLEGE  
686 CUSHING RD  
NEWPORT RHODE ISLAND 02841-1207

12700  
Ser N00/0792  
17 Dec 21

FIRST ENDORSEMENT on (b) (6) ltr of 14 Oct 21

From: Interim Provost, Naval War College

Subj: PRE-ACTION INVESTIGATION INTO MULTIPLE ALLEGATIONS OF  
UNPROFESSIONAL INTERPERSONAL BEHAVIOR AMONG FACULTY IN THE  
STRATEGY AND POLICY DEPARTMENT TO INCLUDE POTENTIAL GENDER  
DISCRIMINATION AND DEVIATION TO INSTRUCTIONS RELATING TO THE  
PROMOTION AND TENURE PROCESS

1. Concur with the findings of the investigating officer.
2. The following actions are directed:
  - a. Investigation closed.
  - b. Chair, Strategy & Policy (S&P) department shall coordinate and ensure that all military and civilian employees in S&P participate in additional sessions of group conflict resolution no later than 30 June 2022.
  - c. HRO will provide instructions to all NWC Promotion and Tenure committees and boards at departmental level and command level.

HICKEY.JAMES  
.E. (b) (6)  
Digitally signed by HICKEY.JAMES.E (b) (6)  
Date: 2021.12.17 16:40:31 -05'00'

JAMES E. HICKEY

Copy to:  
Dean, Academics  
Chair, S&P  
NWC HRO  
NWC Command Counsel